

Occupational Survey Report

AFSC 2M0X1A/B

MISSILE AND SPACE SYSTEMS ELECTRONIC MAINTENANCE

SEPTEMBER 2000

DISTRIBUTION STATEMENT A
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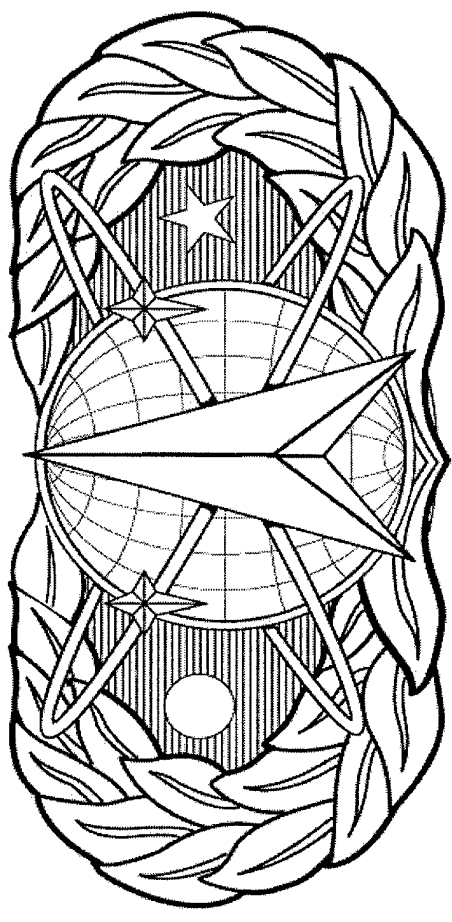
2Lt Jean M. Callaghan
Occupational Analyst

Air Force Occupational Measurement Squadron
Air Education and Training Command

20001116 086

OVERVIEW

- ✓ BACKGROUND
- ✓ CHARACTERISTICS OF SURVEY SAMPLE
- ✓ JOB STRUCTURE
- ✓ CAREER LADDER PROGRESSION
- ✓ FIRST-ENLISTMENT DATA
- ✓ STS & POI ANALYSIS
- ✓ JOB SATISFACTION
- ✓ IMPLICATIONS



SURVEY BACKGROUND



SURVEY INITIATED TO:

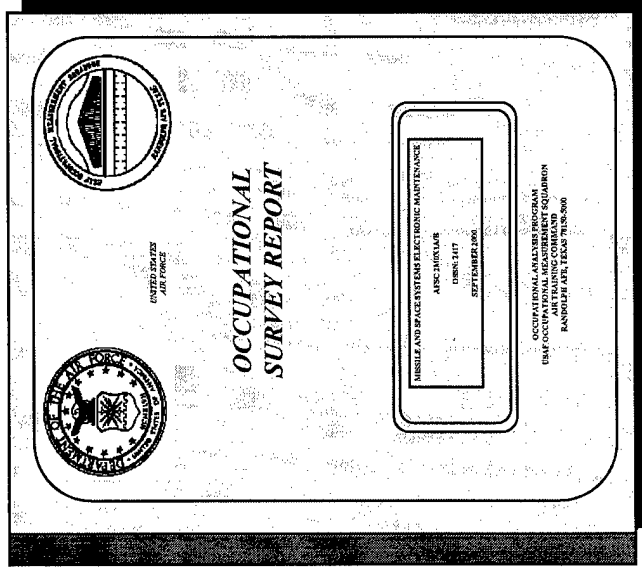
- ✓ EVALUATE CURRENT CLASSIFICATION AND TRAINING DOCUMENTS
- ✓ IDENTIFY CURRENT UTILIZATION PATTERNS



LAST OSR COMPLETED:

Dec 98

AD 3-, 5-, & 7-Skill Levels



Survey Sample Characteristics

ACTIVE DUTY ONLY

TOTAL
ASSIGNED - 957

TOTAL
SURVEYED - 843

TOTAL IN
SAMPLE - 543 (64% of surveyed)

Average time in career field: 9 yrs 1 mos

Average total active federal military service: 10 yrs 1 mos

Percent in first enlistment: 28%

CHARACTERISTICS OF SURVEY SAMPLE

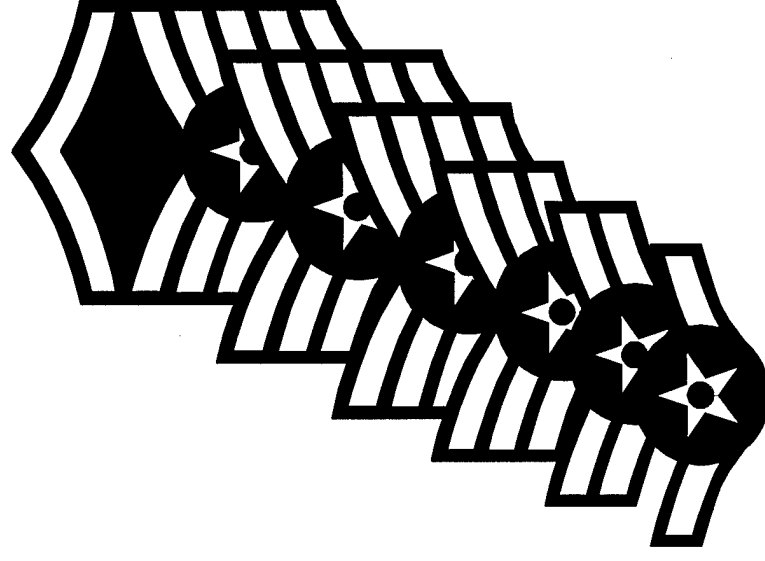
SKILL LEVEL DISTRIBUTION ASSIGNED* SAMPLE

| | | |
|----------|------|-----|
| 3A-Level | 14% | 13% |
| 3B-Level | 13% | 8% |
| 5-Level | 47% | 51% |
| 7-Level | 26 % | 28% |

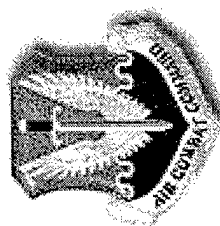
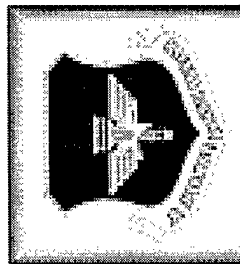
PAYGRADE DISTRIBUTION ASSIGNED* SAMPLE

| | | |
|-----------|-----|-----|
| E-1 - E-2 | 2% | 0% |
| E-3 | 16% | 16% |
| E-4 | 25% | 24% |
| E-5 | 29% | 31% |
| E-6 | 16% | 17% |
| E-7 - E-8 | 12% | 12% |

*AS OF FEB 00

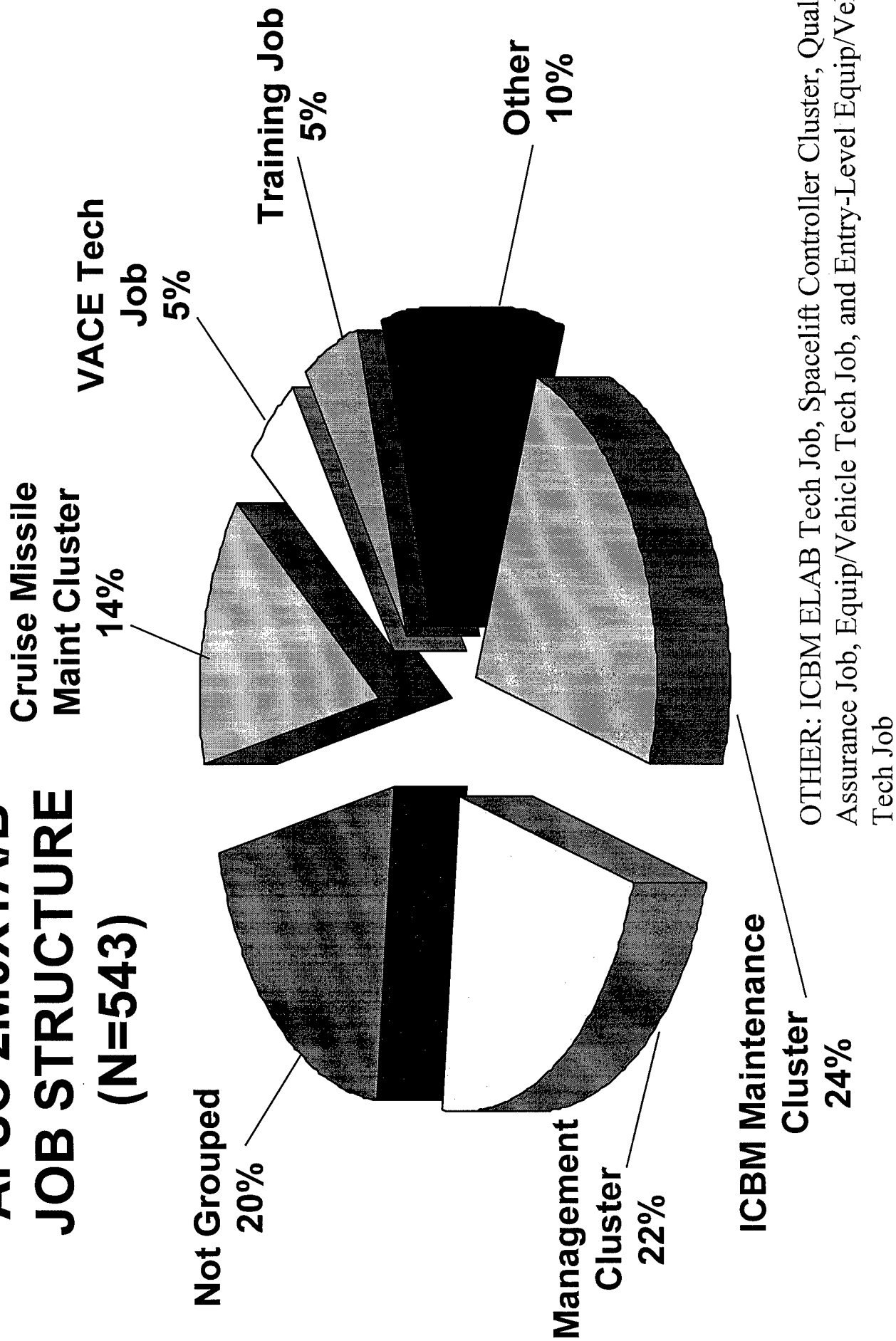


COMMAND REPRESENTATION OF SURVEY SAMPLE



| COMMAND | % OF ASSIGNED | % OF SAMPLE |
|---------|---------------|-------------|
| AFSPC | 58 | 58 |
| ACC | 34 | 34 |
| AETC | 5 | 5 |
| AFMC | 2 | 1 |
| PACAF | 1 | 2 |

AFSC 2M0X1A/B JOB STRUCTURE (N=543)



DISTRIBUTION OF DAFSC MEMBERS ACROSS SPECIALTY JOBS

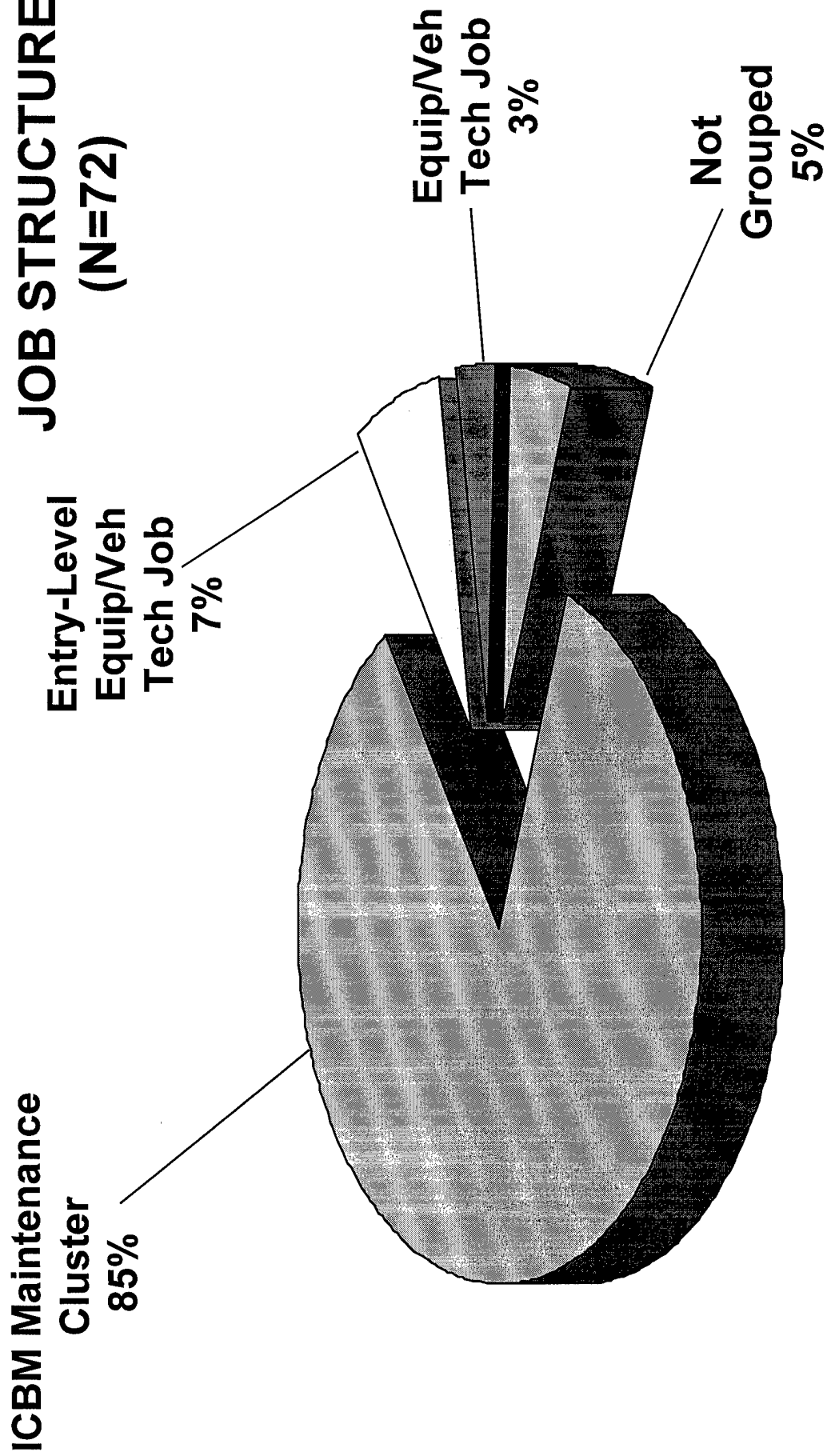
| | 2M031A (N=73) | 2M031B (N=38) | 2M051 (N=278) | 2M071 (N=154) |
|------------------------------|------------------|------------------|------------------|------------------|
| ICBM MAINTENANCE CLUSTER | 0 | 0 | 21 | 8 |
| MANAGEMENT CLUSTER | 0 | 0 | 17 | 7 |
| CRUISE MISSILE MAINT CLUSTER | 0 | 0 | 13 | 4 |
| VACE TECHNICIAN JOB | 0 | 3 | 7 | 5 |
| TRAINING JOB | 0 | 0 | 7 | 13 |
| OTHER | 10 | 5 | 13 | 16 |
| NOT GROUPED | 5 | 10 | 22 | |

RELATIVE TIME SPENT ON DUTIES BY DAFSC

| DUTIES/ACTIVITIES | 2M031A (N=73) | 2M031B (N=38) | 2M051 (N=278) | 2M071 (N=154) |
|---|------------------|------------------|------------------|------------------|
| A. GENERAL MISSILE MAINTENANCE | 24 | 0 | 24 | 3 |
| B. LAUNCH FACILITY MAINTENANCE | 8 | 0 | 8 | 1 |
| C. MISSILE ALERT FACILITY MAINTENANCE | 4 | 0 | 4 | 0 |
| D. OPERATIONAL TEST LAUNCH | 1 | 0 | 0 | 1 |
| E. ICBM ELECTRONIC LABORATORY (ELAB) | 5 | 0 | 5 | 3 |
| F. CRUISE MISSILE | * | 7 | 6 | 2 |
| G. MISSILE ELECTRIC OR ELECTRONIC SUPPORT EQUIPMENT | * | 7 | 5 | 1 |
| H. AIRCRAFT PYLONS OR ROTARY LAUNCHERS | 0 | 6 | 2 | 6 |
| I. SPACELIFT ACTIVITIES | 0 | 0 | 4 | 0 |
| J. RESEARCH AND DEVELOPMENT | 1 | 0 | 1 | 18 |
| K. MANAGEMENT AND SUPERVISORY | 0 | 0 | 9 | 9 |
| L. GENERAL ADMIN AND TECH ORDER SYSTEM | 1 | 4 | 10 | 4 |
| M. TRAINING | 0 | 1 | 4 | 4 |
| N. GENERAL SUPPLY AND EQUIPMENT | 7 | 5 | 4 | 4 |

Less than 1 percent

**AFSC 2M0X1A
FIRST ENLISTMENT
JOB STRUCTURE
(N=72)**



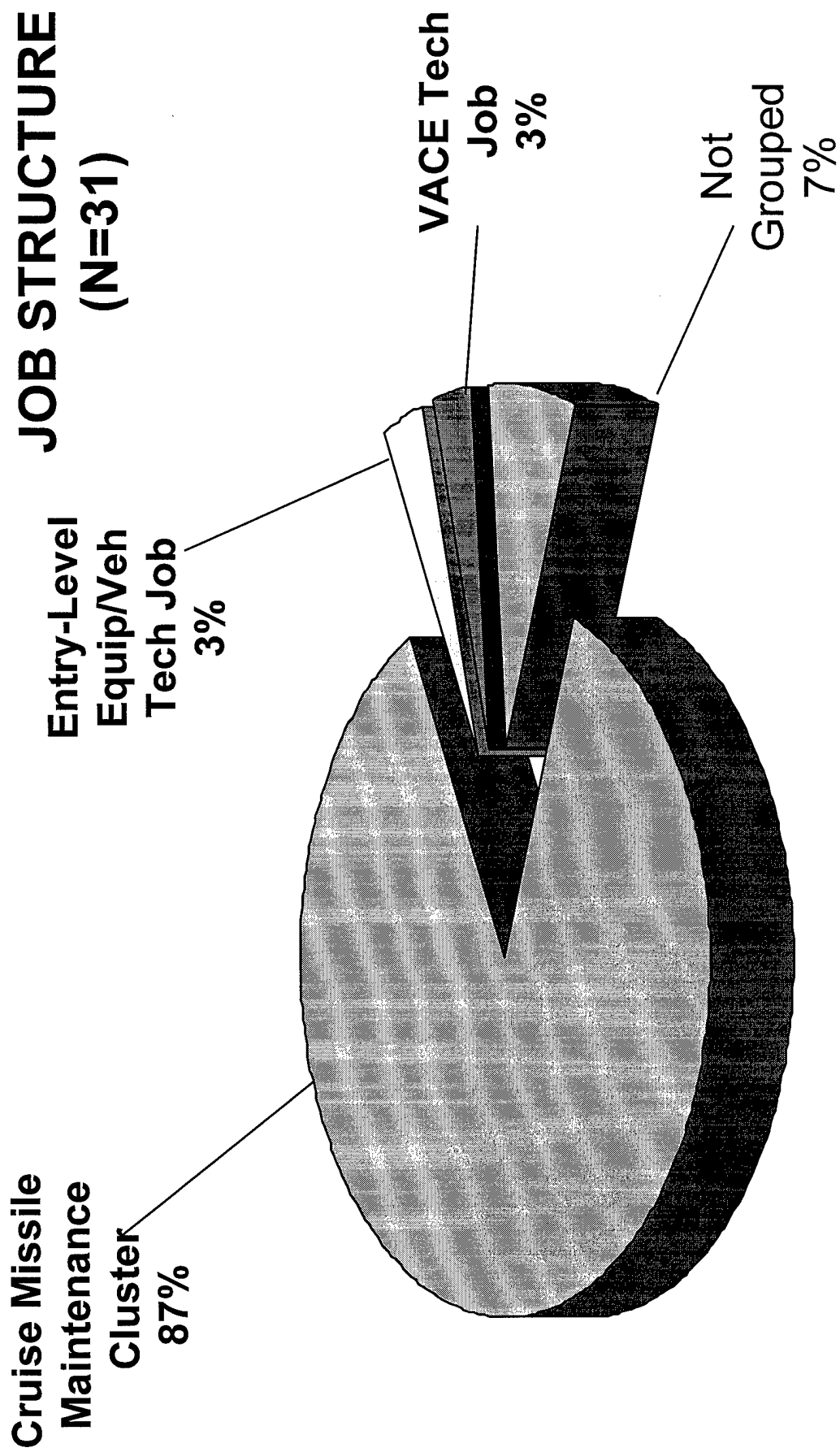
Representative Tasks Performed By 2M0X1A First-Enlistment Personnel

PERCENT
MEMBERS
PERFORMING
(N=72)

TASKS

| | | |
|-------|--|----|
| A0070 | Perform functional checks | 86 |
| A0067 | Perform electrostatic discharge procedures | 83 |
| A0064 | Perform code handling duties | 83 |
| B0168 | Perform normal launch facility (LF) entry or exit procedures | 81 |
| B0155 | Inspect or maintain telescoping ladders | 81 |
| B0149 | Inspect or maintain secondary doors | 81 |
| B0144 | Inspect or maintain LF storage batteries | 81 |
| B0126 | Change lock combinations | 81 |
| B0138 | Inspect or maintain LF distribution boxes | 81 |
| A0125 | Troubleshoot electronic components | 79 |
| B0150 | Inspect or maintain security pit vault doors | 79 |
| B0170 | Perform power fault to ground checkouts | 79 |
| C0192 | Inspect or maintain missile alert facility (MAF) consoles | 79 |
| B0152 | Inspect or maintain security system drawers | 78 |
| B0169 | Perform normal missile shutdown procedures | 78 |
| C0200 | Inspect or maintain MAF storage batteries | 78 |

**AFSC 2M0X1B
FIRST ENLISTMENT
JOB STRUCTURE
(N=31)**



Representative Tasks Performed By 2M0X1B First-Enlistment Personnel

PERCENT
MEMBERS
PERFORMING
(N=31)

| TASKS | | |
|-------|---|----|
| F0384 | Perform cruise missile transfers | 94 |
| F0383 | Perform cruise missile safe status checks | 94 |
| F0379 | Perform cruise missile Level 1 checkouts | 90 |
| F0370 | Deploy or stow cruise missile aerosurfaces | 90 |
| F0369 | Crate or uncrate missiles | 87 |
| F0399 | Remove or install cruise missile engines | 87 |
| F0375 | Perform cruise missile environmental control system (ECS) leak checks | 87 |
| F0385 | Perform cruise missile transports | 84 |
| A0010 | Clean missile surfaces | 84 |
| F0382 | Perform cruise missile receipt inspections | 84 |
| F0427 | Repair desiccant assemblies | 84 |
| F0371 | Fuel or defuel cruise missiles | 84 |
| F0405 | Remove or install cruise missile desiccant assemblies | 81 |
| F0378 | Perform cruise missile fuel primings | 81 |
| F0417 | Remove or install cruise missile inertial navigation elements (INEs) | 81 |
| F0377 | Perform cruise missile corrosion-resistant coating repairs | 81 |

SPECIALTY TRAINING STANDARD (STS) REVIEW FOR 2M0X1A and 2M0X1B

- ✿ 2M0X1A STS is well supported
 - ✿ 2M0X1B STS should be reviewed for proficiency coding
- ⇒ Several technical tasks not referenced to the 2M0X1A and 2M0X1B STS elements

Examples of 2M0X1B Technical Tasks Performed By More Than 20 Percent And Recommended For Possible Proficiency Review

| Percent Members Performing | | | | | Task |
|----------------------------|-----------------|-----------------|--------|-----|----------------------|
| Tng | 1 ST | 1 ST | 3B-SKL | LVL | |
| Emph | JOB | ENL | | | Diff |
| | | | | | (N=10) (N=31) (N=38) |

| Tasks | | (N=10) | (N=31) | (N=38) |
|-----------|---|--------|--------|--------|
| 5 | COMMON MAINTENANCE PRACTICES | | | |
| 5d | Corrosion Identification | A | | |
| | A0066 Perform corrosion control procedures | 3.21 | 80 | 71 |
| | | | | 66 |
| | | | | 3.94 |
| 8c | DESCRIBE MISSILE MAINTENANCE PROCESSES | | | |
| 8c(2) | Missile fuel/defuel/emergency refueling | A | | |
| F0371 | Fuel or defuel cruise missiles | 1.12 | 80 | 84 |
| F0376 | Perform cruise missile emergency defuels | 1.04 | 40 | 61 |
| | | | | 58 |
| | | | | 5.83 |
| | | | | 6.26 |
| 8c(3) | Missile general repair | b | | |
| A0010 | Clean missile surfaces | 1.25 | 90 | 84 |
| A0017 | Evaluate damage to missile surfaces | 1.54 | 30 | 55 |
| | | | | 50 |
| | | | | 5.26 |

*** Average TD Rating is 5.00**

**** Average TE Rating is 1.01; Standard Deviation is 1.22 (High TE = 2.23)**

Job Satisfaction

Current Sample VS Comparative Sample

| | 1-48 Mos TAFMS 2M0X1A 2M0X1B Comp (N=72) (N=31) (N=4646) | | 49-96 Mos TAFMS 2M0X1 Comp (N=78) (N=2551) | | 97+ Mos TAFMS 2M0X1 Comp (N=796) (N=6609) | | |
|-------------------------|--|----|--|----|---|----|----|
| <u>Indicator:</u> | | | | | | | |
| Job is interesting | 76 | 45 | 53 | 72 | 56 | 78 | 71 |
| Talents utilized | 82 | 58 | | 80 | 70 | 86 | 83 |
| Training utilized | 64 | | | 84 | 81 | 70 | 83 |
| Sense of accomplishment | 90 | 80 | | | | | |
| | 85 | | | 64 | 60 | 74 | 72 |
| Plan to reenlist | 79 | 52 | | 72 | 61 | 68 | 69 |

58

Comparative Sample: Logistic career ladders surveyed in 1999

64 58

Job Satisfaction

2000 Sample VS 1998 2M0X1A/B Survey

Indicator:

| | 1-48 Mos TAFMS | | 49-96 Mos TAFMS | | 97+ Mos TAFMS | |
|-------------------------|----------------|----------------|-----------------|---------|---------------|---------|
| | 2000 | 2000 1998 | 2000 | 1998 | 2000 | 1998 |
| | 2M0X1A | 2M0X1B 2M0X1 | 2M0X1 | 2M0X1 | 2M0X1 | 2M0X1 |
| | (N=72) | (N=31) (N=224) | (N=78) | (N=181) | (N=311) | (N=412) |
| Job is interesting | 76 | 45 60 | 72 | 65 | 78 | 76 |
| Talents utilized | 82 | 58 65 | 80 | 73 | 86 | 83 |
| Training utilized | 90 | 80 78 | 84 | 76 | 70 | 73 |
| Sense of accomplishment | 79 | 52 63 | 64 | 67 | 74 | 72 |
| Plan to reenlist | 64 | 58 56 | 72 | 70 | 68 | 78 |

Job Satisfaction

Across Clusters and Jobs

| | ICBM Maint (N=132) | Mgt (N=122) | Crs Mssl Maint (N=78) | VACE Tech (N=27) | Training (N=26) |
|----|--------------------------|----------------|-----------------------------|------------------------|--------------------|
| 84 | 81 | | 63 | 93 | 85 |
| 87 | 88 | | 71 | 96 | 88 |
| 95 | 65 | | 82 | 100 | 69 |
| 79 | 79 | | 63 | 74 | 92 |
| 70 | 48 | | 76 | 78 | 88 |

Indicator:

Job is interesting

Talents utilized

Training utilized

Sense of
accomplishment

Plan to reenlist

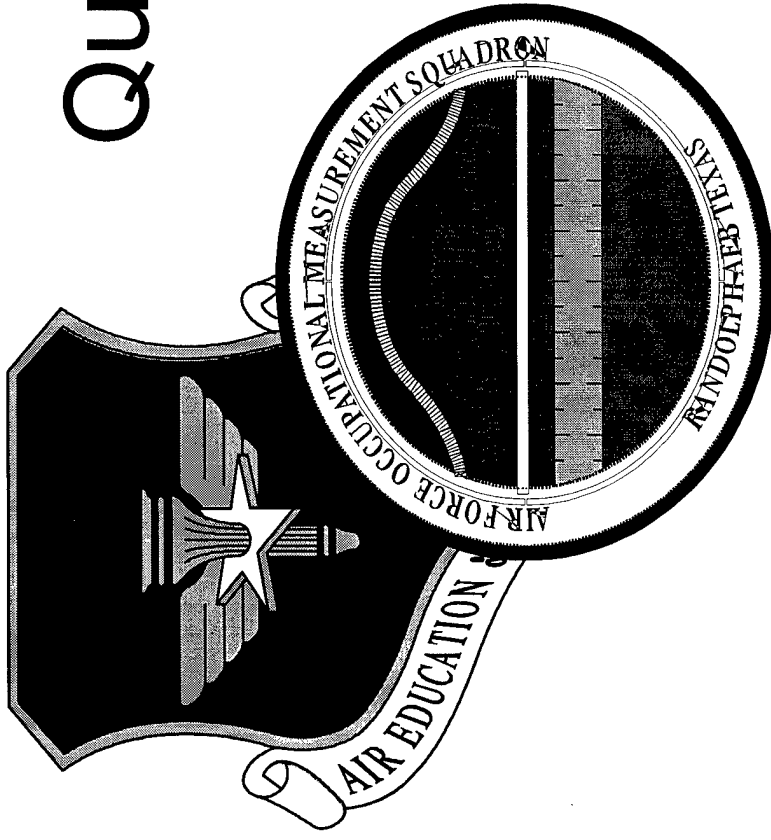
Job Satisfaction

Across Clusters and Jobs

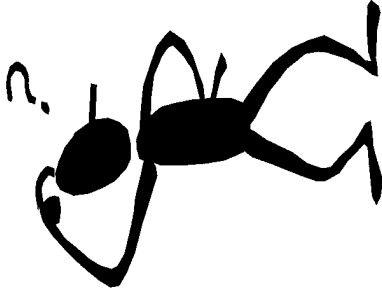
| | Spelft Cntrllr (N=19) | ICBM Tech (N=19) | ELAB Tech (N=11) | Quality Assur (N=11) | Equip/Veh Tech (N=7) | Entry-Lvl Equip/Veh (N=7) |
|-------------------------|-----------------------------|------------------------|------------------------|----------------------------|----------------------------|---------------------------------|
| Indicator: | | | | | | |
| Job is interesting | 74 | 84 | | 73 | 29 | 71 |
| Talents utilized | 63 | 95 | | 100 | 71 | 86 |
| Training utilized | 63 | 95 | | 100 | 43 | 57 |
| Sense of accomplishment | 53 | 79 | | 64 | 57 | 86 |
| Plan to reenlist | 84 | 84 | | 82 | 57 | 57 |

IMPLICATIONS

- ❖ Present classification structure reflects jobs being performed
 - ❖ **3A-skill levels - - ICBM Maintenance Cluster**
 - ❖ **3B-skill levels - - Cruise Missile Maintenance Cluster**
 - ❖ **5-skill levels are performing some management & supervisory tasks, but the majority of their activities consists of technical tasks**
 - ❖ **7-skill levels performing primarily in management & supervisory tasks**
- ❖ 2M0X1A STS is well-supported; 2M0X1B STS requires review for proficiency coding
 - Tasks not referenced should be reviewed
- ❖ Job satisfaction indicators:
 - ❖ **Job satisfaction is overall higher for this career field than the comparative sample**
 - ❖ **ICBM shred is higher than Cruise Missile shred across all categories**



Questions?



- ◆ VISIT AFOMS AT OUR WEB SITE:

www.omsq.af.mil

E-Mail: jean.callaghan@randolph.af.mil

Delivery Date: October 2000 SKT Team Scheduled: March 2001

Next U&TW Date: August 2001